

**Diversity policy** – July2014, updated December2014

The Society is committed to providing services which embrace diversity and this policy provides a framework for translating this into action. It formalises current practice and is intended to be referred to at each opportunity relating to Society activities to ensure effectiveness.

Across all activities we will make every effort to promote equality of opportunity; this applies to all professional activities (but is not limited to):

- Governance
- Admission of membership
- Invited speakers and presenters at Society organised conferences and events
- Portfolio of grants, awards and prizes
- Nominations for prizes and awards
- Applications for grants

***Governance***

We aim where possible to achieve a good geographical spread, gender representation and ethnic balance on Council and each committee by encouraging recruitment from groups currently under-represented.

***Admission of membership***

Membership is open to anyone working in an endocrine-related field, anywhere in the world and at any stage in their career.

***Invited speakers and presenters at Society organised conferences and events***

Where possible, we will invite a diverse pool of speakers at all events directly under our control taking into account areas of expertise and scientific merit.

***Portfolio of grants, awards and prizes***

All awards are made on the basis of scientific merit. We review our portfolio of grants, prizes and awards to ensure it is as broad as possible to benefit those at different stages of their career.

***Nominations for prizes and awards***

Where prizes and awards are given as a result of nominations, we will encourage a broad spectrum of nominations bearing in mind areas of expertise and scientific merit.

***Applications for grants***

Grants are peer reviewed on the basis of expertise and scientific merit.